

## BWXT Y-12 receives the highest rating across the complex

*"The 95 score is a direct result of the focus and dedication of each employee ..."*

BWXT Y-12 received a rating of 95 percent of the available award fee for the Oct. 1, 2003, through Sept. 30, 2004, performance period. That rating was the highest among the management and operations contractors in the Nuclear Weapons Complex and one of the highest ever received at Y-12.

This rating reflects a consistent increase since BWXT Y-12 took over management of the Y-12 National Security Complex in November 2000. Over the last four years, the ratings have been 80, 88, 92 and 95 respectively.

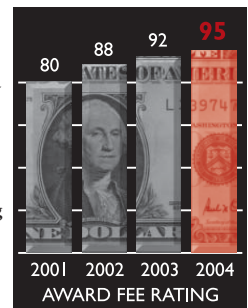
BWXT Y-12 earned a total of \$15,810,939 in comprehensive fee for the performance period.

Dennis Ruddy commented, "During the past four years, BWXT Y-12 has made significant strides in safety and security. Our recordable injury rate is the lowest in 14 years and continues to improve. Our safety index, a measure of all injuries and their significance, is 50 percent of what it was in 2003, and

we recently marked 6,000,000 hours without a lost-time incident, which is a site record."

Even with the outstanding score received for the past year, the goal for continually improving the level of performance and setting higher standards should remain the focus for the next year.

"The 15 percent (efficiency) challenge works along with this goal of eliminating those things that do not add value to the organization. The real key is to not look necessarily at the things you produce, but to look at the process or procedure and how to best get the results quickly and efficiently. Performance is what counts. No one else can claim the highest score. My thanks and compliments go out to each and every one of you at Y-12. The 95 score is a direct result of the focus and dedication of each employee out there making the tough decisions and doing the right thing," Ruddy said.



## Y-12 safety mark tops 6,000,000 hours

In November 2004, Y-12 employees surpassed 5 million hours without a lost workday away injury. This month, Y-12 employees have now worked 6,000,000 hours, equal to almost 100 employees working a 30-year career, without a lost workday away injury.

This milestone is extraordinary when considering our mission, the dated facilities and the number of people involved in daily activities.

Craig Ferguson, Environment, Safety and Health division manager, attributes these positive results to employee-driven safety initiatives, such as the Building Everyone Safe Tomorrows behavior-based safety process and safety awareness activities like the annual Safety Expo and Integrated Safety Management System implementation.

When asked how employees can make it to 7,000,000 hours without a lost workday injury, he immediately responded "through the BEST process." Ferguson says that "continuing BEST implementation results in employees having peer-to-peer conversations about safety," and those communications have proven to be very positive.

Ferguson notes that "employees make this [the BEST process] work."



In November, Y-12 National Security Complex President and General Manager Dennis Ruddy and Projects Division Manager Asa Kelley served ice cream to employees to celebrate the 5,000,000 safe hours worked.



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## Denny's desk



Working safely is the most fundamental responsibility of each employee. The rewards for working safely, or, conversely, the consequences of not doing so, impact not only our work environment but also our lives away from work. In our business, working safely not only involves our

personal well-being but that of our community and the environment.

For many activities at Y-12, the exercise of common sense, reasonable housekeeping, maintenance of equipment and tools and attention to detail are all we really need to work safely. In some areas, however, the high-risk nature of the work and the consequences of loss of control are such that we need to apply additional rigor to the work. This rigor takes the form of specific required work sequences, limitation of operating parameters, control and designation of required tools, multiple checks and verifications

before operation and, logically, increased documentation. We call this increased rigor Conduct of Operations.

Conduct of Operations, commonly known as CONOPS, is about following the rules and procedures, stopping work and reporting when or if you cannot follow a rule or procedure. While this concept seems simple enough, we continue to struggle to reach a level of acceptable CONOPS performance at Y-12.

During FY 2004, CONOPS was an area of significant activity through both an integrated site-wide improvement plan and management focus within organizations. Overall performance improved during FY 2004. A CONOPS index, (modeled on the Safety Index) established the FY 2003 rate at 7.49 per 200,000 hours of work. The rate for FY 2004 has held around 4.0, a reduction of over 53 percent from the previous year. However, our challenges continue since improvements do not mean we've achieved an acceptable level of performance.

For FY 2005, our CONOPS improvement focus is on four areas: safety basis compliance, procedure compliance, work planning and control and managers' and supervisors' enhanced floor surveillance activities. We will concentrate improvement resources and tools (managers and supervisors, metrics, assessments, CONOPS representatives, the CONOPS Oversight Council, etc.) on those four crucial areas. You are an important contributor to our success, and together we can "default to compliance" in all areas of the work we do at Y-12.

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## Russians visit Oak Ridge

In October, visitors from the "closed" Russian cities of Seversk and Zheleznogorsk visited Oak Ridge and toured selected U.S. Department of Energy and National Nuclear Security Administration facilities as part of an economic diversification workshop.

The Y-12 National Security Complex hosted the high-level delegation through DOE/NNSA's Nuclear Cities Initiative program. Seversk and Zheleznogorsk have histories that parallel the history of Oak Ridge because these cities were built by the government to support Russia's nuclear weapons complex. They are "closed" cities because access to them is tightly controlled.

Russia's weapons complex is going through the same type of downsizing that took place in the United States several years ago. The Russian government has been drawing on the United States' experience in economic diversification for some five years through the DOE Nuclear Cities Initiative program.

DOE's effort is to help the Russian government manage economic diversification and workforce transition. Part of the visit included a discussion of Oak Ridge's experience in diversification and an examination of resources developed to achieve this transition.



Oak Ridge has a strong relationship with Zheleznogorsk, having worked with the city's leadership for several years, and Oak Ridge officials hope to build a similar relationship with leadership in Seversk. Each city has a population of more than 100,000.

The delegation was led by a chief specialist from the Russian RosAtom agency and included the mayor of Seversk and the deputy mayor of Zheleznogorsk. The delegation met with DOE/NNSA officials and local business and political leaders as part of the visit.

# Y-12 in the NEWS Summit successful!



Homeland Security Secretary Tom Ridge was a featured speaker at the Summit.

Y-12 President and General Manager Dennis Ruddy was a featured speaker at the Tennessee Valley Corridor Summit held in Somerset, Ky., Nov. 4 and 5. The theme of this biannual summit was "Technology: Linking Homeland Security and Hometown Prosperity." Rep. Hal Rogers of Kentucky hosted the summit, which included speeches by Homeland Security Secretary Tom Ridge and Rep. Zach Wamp.

Ruddy gave a Y-12 progress report to the more than 500 attendees representing technology companies throughout East Tennessee, North Alabama, Southeast Kentucky and Southwest Virginia.

Members of Y-12's Vulnerability Assessment Resource Center exhibited the center's capabilities. The center uses its extensive experience and decades of proven methodologies to identify and mitigate vulnerabilities within critical infrastructures throughout the world. Among their clients are airports and military installations.

## Y-12 employees show their volunteer spirit

On Nov. 13, more than 300 employees of the Y-12 National Security Complex, the National Nuclear Security Administration and the Atomic Trades and Labor Council rolled up their sleeves to help organizations in Oak Ridge, Knoxville, Claxton, Clinton and Kingston in a variety of projects for the 2004 Day of Volunteering.



## Humble visits Oak Ridge




Shown here from left to right, National Nuclear Security Administration Y-12 Site Office Manager Bill Brumley, U.S. Department of Homeland Security Assistant Secretary for Infrastructure Protection Robert Liscouski, Dennis Ruddy, Y-12 president and general manager and Major Gen. Jerry D. Humble,


director of Tennessee's Office of Homeland Security. Humble and Liscouski participated at the Regional Homeland Security Director's Conference held Nov. 15-17. The Y-12 National Security Complex and Oak Ridge National Laboratory hosted the event.

## Y-12: A world leader



Y-12 recently advertised its role as world leader in nuclear nonproliferation in a *Knoxville News-Sentinel* advertising supplement, "Technology Quarterly." Shown here are the ES-3100 shipping containers developed by Y-12 and designed to accommodate special nuclear materials.

**IN WHOSE HANDS  
DO YOU WANT THESE?**





The World Leader in Nuclear Nonproliferation



# 2003 Benefit Plans Summary Annual Report

# 1

**ONE-CALL**  
answers all

## PLAN PARTICIPANTS AND BENEFICIARIES

The 2003 benefits plans report has been prepared in accordance with instruction from the U.S. Department of Labor and is required by the Employee Retirement Income Security Act of 1974. This report summarizes the annual reports of the benefit plans provided by the sponsoring employers, BWXT Y-12, L.L.C. (Employer Identification Number: 54-1987297) and UT-Battelle, L.L.C. (Employer Identification Number: 62-1788235). The report is written in language specified under regulations prepared by the U.S. Department of Labor. The sponsoring employers offered benefit plans under three structures during calendar year 2003.

The qualified retirement and savings plans are multiple employer plans, with both employers participating and, under an administrative services agreement, BWXT Y-12, L.L.C. serving as the plan sponsor and plan administrator. Five health and welfare plans (Group Health Plan, Dental Assistance Plan, Group Life Plan, Special Accident Plan and Travel Accident Plan) were provided under a Multiple Employer Welfare Agreement, with an administrative services agreement that has BWXT Y-12, L.L.C. serving as the plan administrator. The individual companies sponsored separate health and welfare plans for Long Term Disability, Employee Assistance, Education Assistance, Cafeteria Plan and a Severance Plan for Salaried Employees.

Complete annual reports for all the offered plans have been filed with the Internal Revenue Service as required by the Employee Retirement Income Security Act of 1974.

## RETIREMENT PROGRAM PLAN FOR EMPLOYEES OF CERTAIN EMPLOYERS OF THE U.S. DEPARTMENT OF ENERGY FACILITIES AT OAK RIDGE, TENNESSEE (THE RETIREMENT PLAN)

The following is a summary of the annual report for the Retirement Plan for 2003.

### BASIC FINANCIAL STATEMENT

Benefits under the plan are provided by group annuity contracts and separate trust investment accounts. Plan expenses were \$160,801,000. These expenses include \$146,385,000 paid to participants and beneficiaries and \$14,416,000 in administrative expenses. A total of 22,925 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets after subtracting liabilities of the plan was \$2,691,958,134 as of Dec. 31, 2003, compared to \$2,357,901,182 as of Jan. 1, 2003. During the year, the plan experienced an increase of \$332,193,000. The plan had a gain of \$492,994,000, including earnings and losses from investments. During the plan year, the plan transferred \$1,864,000 to other pension plans. The plan has contracts with the Metropolitan Life Insurance Company and the Prudential Insurance Company of America that guarantee the liabilities of all participants retiring before July 1998. The assets of the plan are invested in Separate Accounts of the insurance companies or in separate trust accounts in accordance with the contract terms.

### MINIMUM FUNDING STANDARDS

An actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards.

## YOUR RIGHTS TO ADDITIONAL INFORMATION

Participants have the right to receive a copy of the full annual report, or any part of it, upon request. The items listed below are included in that report:

- an accountant's report,
- assets held for investment,
- insurance information,
- actuarial information regarding the funding of the plan and
- transactions in excess of five percent of plan assets.

## SAVINGS PROGRAM FOR EMPLOYEES OF CERTAIN EMPLOYERS AT THE U.S. DEPARTMENT OF ENERGY FACILITIES AT OAK RIDGE, TENNESSEE (THE SAVINGS PLAN)

This is a summary of the annual report of the Savings Plan for 2003, including basic financial statements.

Benefits under the Savings Plan are provided by a trust fund. Plan expenses were \$51,722,000, including benefits paid to participants of \$50,906,000 and administrative expenses of \$816,000. A total of 10,641 individuals were participants in or beneficiaries of the Plan at the end of the plan year, although not all these persons had yet earned the right to receive company matching contributions.

The value of plan assets as of Dec. 31, 2003, after subtracting liabilities of the plan, was \$1,154,577,000 compared to \$989,337,000 as of Jan. 1, 2003. During the year, the plan experienced an increase in net assets of \$165,240,000. This increase includes the unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of plan assets at the end of the year and the value of assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of



\$216,962,000, including employer contributions of \$ 17,875,000, employee contributions of \$48,606,000, realized and unrealized gains and losses of \$118,893,000 and other earnings from investments of \$31,588,000.

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#### **YOUR RIGHT TO ADDITIONAL INFORMATION**

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Participants have the right to receive a copy of the full annual report, or any part of it, upon request. The items listed below are included in that report:

- an accountant's report,
- assets held for investment and
- transactions in excess of five percent of plan assets.

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#### **MULTIPLE EMPLOYER WELFARE AGREEMENT**

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Under this agreement, the participating employers jointly offer health and welfare plans including health, life, special accident, travel accident, dental and long-term care. Insurance policies for the plans included in the MEWA are held in trust by the Oak Ridge Insurance Benefit Trust. This is a summary of the plans included in the MEWA.

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#### **GROUP WELFARE BENEFIT PLAN**

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The health plan operates under contracts between the participating employers and various health care providers that include true insurance contracts (premiums paid for services provided) and other insurance arrangements that require that the participating companies to supply funds for the payment of all claims due under the terms of the contracts, up to a specified maximum determined each plan year.

For the plan year 2003, the maximum (CIGNA Option 1 Plan) was \$69,463,481. The companies share the cost of the group health plans with the participants by charging premiums to the employees. For the plan year ended Dec. 31, 2003, the total premiums paid were \$25,789,037, the total claims paid

were \$140,396,068 and administrative expenses were \$4,070,350. Employees provided \$42,295,750 of funds to pay these premiums, claims and expenses and \$127,959,705 was provided by the employers.

The financial statements of the Group Health Plan also reflect the postretirement benefit obligations of the employers. This obligation represents the present value of future benefits to be paid to covered participants. The benefit obligation is determined by the plan actuaries. As of Dec. 31, 2003, the benefit obligation was \$963,725,672 as compared to the benefit obligation at Jan. 1, 2003, of \$1,122,653,670. The decrease in benefit obligation of (\$158,927,998) is attributed to a change in benefit obligation of (\$175,186,439) and an increase in claims incurred but not yet reported of \$16,258,441.

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#### **PLANS MAINTAINED SEPARATELY BY THE SPONSORING COMPANIES**

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##### **BWXTY-12, L.L.C.**

In addition to the multiple employer plans above, BWXTY-12, L.L.C. sponsors the following Plans: Special Medical Plans for Lockheed Martin Utility Services Retirees, Long-Term Disability Plan, Cafeteria Plan, Employee Assistance Plan, Educational Assistance Plan, Prescription Drug Plan (financial data included in the Group Health Plan) and the Severance Plan for Salaried Employees. BWXTY-12, L.L.C. has committed itself to pay certain claims incurred under the terms of these plans. Annual reports are filed for each of these plans.

##### **UT-Battelle, L.L.C.**

In addition to the multiple employer plans above, UT-Battelle, L.L.C. sponsors the following Plans: Prescription Drug Plan (financial information is included in The Group Health Plan), Cafeteria Plan, Long-Term Disability Plan, Employee Assistance Plan, Educational Assistance Plan and the Severance Plan for Salaried Employees. UT-Battelle, L.L.C. has committed itself to pay certain claims incurred under the terms of these plans. Annual reports are filed for each of these plans.



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#### **FOR MORE DETAILED INFORMATION**

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To obtain a copy of the full or partial annual reports for the insurance plans, retirement program plan or savings program, write to Plans Administrator: BWXTY-12, L.L.C., 104 Union Valley Road, Oak Ridge, TN 37831-6497. Copying costs are 25 cents per individual page, \$4 for the complete insurance plans, \$5 for each savings plan annual report and \$10 for the entire retirement program plan annual report. With regard specifically to the retirement program plan and savings plans, participants have the right to receive from the plan administrator, upon request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, a statement of income and expenses of the plan and accompanying notes, or both.

For each participant requesting a copy of the full annual report, these two statements and accompanying notes will be included as part of that report. The copying cost previously mentioned does not include a charge for duplicating these portions of the report because they are furnished without charge.

Participants also have the legally protected right to examine the insurance, savings or retirement program plan annual reports at the main office, located at 104 Union Valley Drive, Room 126, Oak Ridge, Tenn., and at the U.S. Department of Labor in Washington, D.C.

Participants also may obtain copies from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to: Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, Frances Perkins Department of Labor Building, 200 Constitution Avenue, N.W., Washington, D.C. 20216.

# Y-12

## Productivity and Process Improvement

### PIP team cuts costs for classified computing

Because of a Yellow Belt Process Improvement Project team's efforts, the cost to operate the Manufacturing Systems Support Program—the maintainer of classified computing infrastructure and classified production systems—is going down.

During FY 2003, the need to reduce operational costs—\$20 million annually—within the MSS Program was identified as a high priority. To meet this challenge, a team representing each of the 12 projects in the program was formed.

Teresa Knight of Information and Materials, the Six Sigma Yellow Belt leader of this PIP, said, "We knew our budget was decreasing in real dollars each year, and we needed to look at ways to perform this work more efficiently and still satisfy our customers' needs."

Based on the results of the "bottoms-up" analysis of needs, a number of contracts with vendors were modified. One point Knight was adamant about was that every required piece of computer equipment had to be supported by a vendor. However, she realized,

"We don't need to provide bells and whistles if the basics are sufficient."

"For example," she said, "one vendor was providing around-the-clock support for a computing system that cost us \$250 thousand per year. When we found that the equipment rarely malfunctioned, the continuous coverage didn't make financial sense. So we negotiated a per-call contract and have reduced the annual cost by \$200 thousand. This type of contract carries a little higher risk, but one our customer could live with."

The team also analyzed investment opportunities in equipment upgrades. The initial investment will pay off in years to come through reduced operating costs and increased capability.

As a result of equipment upgrade analysis, spare parts for the classified network, which had not been stocked on-site, are now readily available. Plans to replace the aging



Team members include, back row (left to right): Rick Shipp, Jack Dixon, Andrew Jackson, Ron Cain and Bob Napier; front row (left to right): Kim Cobb, Jim Parker, Teresa Knight and Mike Shepherd. Not pictured: Donna Flicek, Brian Gullett (Black Belt), Jim Hensley, Tom Hudson, Cassandra Martin, Paul Parris, Jim Seneker and Alan Van Hull.

IBM mainframe with hardware platforms that are less expensive to operate and to replace the central printers with new ones are under way. A future upgrade is automating certain aspects of the tape library.

According to Knight, "We've all had to learn to think globally, but the result is that all work scope across the MSS Program has been integrated. Each project team member deserves credit for helping achieve this goal."

## Coming soon to a PIP near you—Y-12's newest Black Belts

### Henry Lynn

**How long have you worked at Y-12?**

8 years

**Why did you decide to become a black belt?**

To help defend myself at UT/Florida games! And I thought the mindset that is taught and the tools provided could be useful in job assignments.

**What's something most people don't know about you?**

I'm a fanatic about UT football ... oops, I misread the question ... that's what most people know about me. Annually I go to the Dominican Republic on a mission trip.

**What inspires you?**

The prospect of heaven, making good memories for my children and making a solid retirement for me and my wife.

**First PIP?**

Reducing the cycle time for records requested through the Energy Employees Occupational Illness Compensation Act office.

### Bill Scheib

**How long have you worked at Y-12?**

7 years with Y-12; 27 years with the company

**Why did you decide to become a black belt?**

I wanted to improve myself and Y-12. After 15 years at my previous job, the change presents

Y-12 from a different perspective.

**What's something most people don't know about you?**

I like to cook food in mass quantities. I started in the 1980s during the days of the K-25 Hootenanny (the annual picnic). For 17 years, I have cooked barbeque for the St. Mary's fall festival.

**What inspires you?**

I enjoy working with others in a collaborative effort. I am focused on continuous improvement for myself, others and activities around me.

**First PIP?**

Reducing packaging and shipping cycle time.

## Critical equipment list helps work management centers

Y-12 has approximately 140 pieces of equipment that are critical to mission-related production at Y-12. Knowing which piece of critical equipment is down and why is crucial to enable Y-12 to accomplish its mission.

Steve Laggis, manager of Manufacturing's Production Facilities department, knew that getting this knowledge would be an arduous task, but that the results would be indispensable.

Laggis recommended developing a critical equipment list—a listing of all pieces of equipment critical for Y-12's production work. System engineers provide this information, and Yellow Belt Amy Caldwell collects the information and maintains a monthly metric.

According to Lloyd Jolley, a Six Sigma Black Belt, "The only way to get this kind of

information is through a big team approach." The data created will be used in the numerous Process Improvement Projects that track critical equipment downtime.

"The value of a managed critical equipment list is just beginning to be realized," says Tony Vermillion of the 9212 Work Management Center.

For example, Bill Tindal, manager of Building 9212 Operations, has merged the critical equipment list with the emergent work list in the 9212 WMC. The list is now the tool used for the Operations Manager and the WMC when planning urgent maintenance.

Tindal explains that "merging the lists allows us to focus our maintenance and engineering support on those important jobs

that keep critical equipment running. This focus helps us approach breakdowns like any other factory would—you get on it as fast as you can and you stay on it until the equipment is running again."

Management takes equipment deficiency reports and assigns each problem a priority level: critical, urgent, priority or routine. According to Vermillion, "Now, in the daily meetings, managers can review which pieces of equipment are down and how best to schedule the shared resources to satisfy the competing needs."

Vermillion is in the process of talking with the other operations managers of the facilities that will utilize the balance of manufacturing WMC about the value of the critical equipment list as a daily tool.

## Six Sigma contributes to a Y-12er's thesis

In 2003, Y-12's Plant-Directed Research, Development and Demonstration program was a \$7 million investment that funded 60 projects, and Gary Mason, the project controls engineer, was responsible for cost analysis and schedule development.

To help track the program's performance, Mason began applying "earned value management"—the program's cost and schedule performance indices—to identify planning, scheduling and cost-control improvements.

By September, Mason had enough feedback. The program's SPI and CPI indicated that there was room for improvement, and Mason and PDRD management knew further analysis was needed to see where the areas for improvement were. Mason, a Six Sigma Yellow Belt who was enrolled in the graduate program for Indus-



Gary Mason, a project controls engineer with Planning & Integration and a Six Sigma Yellow Belt, recently completed his master's thesis.

trial Technology at Alabama A&M University, proposed applying Six Sigma to the project management problem as the topic for his master thesis.

"I thought the application of Six Sigma to the project controls process would yield some interesting results," he explained.

Under the guidance of university advisors and Y-12 Black Belts, Mason used the Six Sigma method to examine the PDRD process and determined that incorrect performance indices were being gathered. The evaluation recommended changes that improved communication and involved the principal investigators more fully.

Since Mason's recommended improvements were initiated in October 2003, management has had access to more accurate information; consequently, the program's performance indicators are climbing to the desired level.

Today, the PDRD program receives \$13 million, funds 90 projects and staffs an additional project control engineer.

Mason, who will graduate in May 2005, noted, "I've learned that if change is a constant, continuous improvement needs to also be a constant."



## Fundamentals—Live by principles, not just rules

### Fundamental No. 2

The second Y-12 Fundamental is “Safety is everyone’s responsibility. No exceptions: that means you.” A.C. Hollins, division manager of Facilities, Infrastructure and Services is the management champion for this fundamental.

Each Y-12 employee is responsible for creating a safe workplace and helping Y-12 meet its missions in a safe and secure manner. All Y-12 employees are expected to have the work behaviors shown at right.

Behavior-Based Safety, the Zero Accident Council, wellness seminars, Safety Expo and Y-12 PrYde are a few examples of how Y-12 is protecting employees and the environment.

#### SAFE WORK BEHAVIORS

- Commit to safety.
- Be responsible toward the environment.
- Use a graded approach in applying resources based on safety and other appropriate data.
- Use the set order of precedence for hazard control.
- Enter each job or task with the attitude that it will be done well and safely.
- Be alert for at-risk behavior and unsafe environments and take action.

### Fundamental No. 3

Fundamentals are principles that guide our behavior. The third Y-12 Fundamental is “Live security 24/7, every minute of every hour of every day.” Manufacturing Division Manager Darrel Kohlhorst is the management champion for this fundamental.

Y-12 remains a potential target to our enemies. Our materials are valuable. Our information is valuable. As part of a multilayered national defense, we need to treat our work with careful attention, remembering that our best defense is to, as Tom Clancy wrote, “Look at the world through the eyes of the adversary, crawl inside his brain and look out into the world.”

#### PROTECTING Y-12 KNOWLEDGE

- Protect classified information.
- Protect access to the Y-12 Complex.
- Do not bring prohibited items into Y-12.
- Leave Y-12 at Y-12. (Loose lips sink ships.) Be mindful of all conversations outside of Y-12.

If you have questions about the fundamentals, please contact Dave Alger (ZLA) at 574-8459 or review the Fundamentals Web site at <http://home1.y12.doe.gov/pga/fundamentals.shtml>.

## Documentary being filmed about Oak Ridge

Y-12’s history is playing a major role in a six-hour documentary film about the history of Oak Ridge. BWXT Y-12 is proud to be a sponsor of the production.

A significant portion of the World War II-era filming is being done in Building 9204-3, the only building at Y-12 where the original Manhattan Project calutron equipment remains in stand-by status. One of the control rooms has not been upgraded, so it looks exactly like it did in 1945.

*The Secret City—The Oak Ridge Story* will contain personal recollections and stories told by people such as Bill Wilcox (a Y-12 retiree and historian), Mick Wiest of Environment, Safety and Health and Ray Smith of Projects.

The producer, Keith McDaniel of HP Video, hopes to interview as many people as possible. If you know anyone who worked at Y-12 or other DOE sites during that era or lived in early Oak Ridge and would like to be considered for a film interview, please contact Smith (576-7781), the BWXT Y-12 representative on the documentary’s advisory council.

Wiest is also on the council representing the Oak Ridge Heritage Preservation Association.

Filming at Y-12 began in December. Follow the progress of the movie at [www.SecretCitytheMovie.com](http://www.SecretCitytheMovie.com).



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BWXT Y-12 WISHES YOU AND YOURS  
*Happy Holidays!*



Y-12 employees and managers participated in the Dec. 4 Oak Ridge Christmas parade with the theme of "A Winter Wonderland." Y-12's float displayed a woodland scene, park bench, reindeer and a snow "woman."

The celebrating continued on Dec. 7 when Y-12ers and their families mingled at the Oak Ridge Mall.

The children's area was the hub of excitement; all guests enjoyed visiting with Santa.

The Y-12 Employees' Society collected canned goods and toys for distribution to area needy families.





## Service Anniversaries October, November and December

### OCTOBER

#### 49 Years

**Safeguards and Security:** Roderick F. Creigh

#### 47 Years

**Quality Assurance:** Donna S. Ferguson

#### 44 Years

**Manufacturing:** Marvin L. Sheffler

#### 40 Years

**Engineering:** Jean M. Pickell



#### 35 Years

**Facilities, Infrastructure and Services:** Fay J. Claiborne, Roy E. Crass, Kenneth J. Cunningham and Baxter D. Underwood

**Manufacturing:** James Randolph

**Quality Assurance:** Robert W. Buchanan

#### 30 Years

**Information and Materials Division:**

George A. Dailey

**Manufacturing:** Jerry L. Ooten and Don L. Russell

**Projects:** Lisa H. Stinton

**Quality Assurance:** Kenneth W. Godfrey

#### 25 Years

**Applied Technologies:** Kelly H. Langley and Richard W. Vasofsky

**Directed Stockpile Work:** Steven E. McClanahan

**Facilities, Infrastructure and Services:**

Michael R. Dyer, Louis S. Floyd, Richard T. Hicks, Thomas W. Hungerford, Dillard Jones Jr., Steven W. Thomas and Artha M. Waycaster  
**Engineering:** Larry C. Masters

**Environment, Safety and Health:** Rhonda S. Bogard and Russell M. Shedden

**Human Resources:** Gary W. Bowman and Teresa M. Craig

**Information and Materials Division:**

Teresa K. Birchfield and Charles E. McGinley  
**Manufacturing:** Donald R. Bridges, William H. Chambers, Richard A. Craze, Linda J. Ludwig, Kenneth W. Mahaney, Stephen C. Mitchell and Wanda H. Ramey

**Quality Assurance:** Paul R. Akers, Curtis L. Houston and Robert B. Rettberg

**Safeguards and Security:** Wanda L. McMillan

#### 20 Years

**Engineering:** Yolanda C. Childs

**Environment, Safety and Health:** Rose E. Clayton and Leonard O. Vaughan

**Information and Materials Division:**

James O. Peterson

**Legal:** Nancy D. Hammons

**Manufacturing:** Portia W. Jones and Rodney L. Patton

**National Security Programs:** Alice M. Brandon

**Quality Assurance:** Paul E. Anderson Jr. and Joseph C. Oswald

### NOVEMBER

#### 40 Years

**Manufacturing:** Hubert R. Lewis

**Planning and Integration:** Alan K. Van Hull

#### 35 Years

**Facilities, Infrastructure and Services:**

Michael S. Blalock

**Manufacturing:** Timothy R. Hill Sr.

**Quality Assurance:** Kenneth A. Baker and Kenneth R. Granger

#### 30 Years

**Applied Technologies:** Thomas M. Mustaleski Jr.

**Environment, Safety and Health:** John D. Bolling

**Facilities, Infrastructure and Services:**

Rubin W. Chadwick, Burl W. Duncan, James M. Hubbard, David H. Reed and Forest D. Taylor

**Legal:** Marcia S. Chandler

**Safeguards and Security:** Kathy R. Rolan

#### 25 Years

**Engineering:** Kenneth E. Lowe and Donald R. Wagner

**Facilities, Infrastructure and Services:**

Johnny A. Anderson and Joseph M. Gantt

**Financial Management:** Robert E. Pope

**Information and Materials Division:**

Johnny W. Alred Jr. and Dorothy Y. Kelly



**Manufacturing:** Walter W. Arnold, Roger D.

Beason, Audrey D. Bryan, Amy L. Caldwell, Thomas N. Duncan, Howard T. Gillum Jr., Bobby G. Jones Jr., George A. Lee, Glen E. Russell, Jack R. Harris, James B. Harrison, Oscar K. King, Douglas P. Murray, Billy E. Orick, Jerry L. Price, David A. Ray, Deborah F. Walker, Richard W. Watts and James R. Wright

**Planning and Integration:** Rex E. Richardson

**Quality Assurance:** Royce A. Hood, David W. Lynch and Johnny J. Randolph

#### 20 Years

**Applied Technologies:** Steven W. Bideringer

**Facilities, Infrastructure and Services:**

Phillip R. Ellis

**Human Resources:** Susan A. Gilliam and Lisa J. Toney

# Y-12 Service Anniversaries (cont.)

## DECEMBER

### 53 Years

**Engineering:** Junious M. Turley

### 40 Years

**Applied Technologies:** Wesley D. Sims

### 35 Years

**Engineering:** John T. Patton

**Facilities, Infrastructure and Services:**  
James R. Shelton



### 30 Years

**Applied Technologies:** Joseph L. Cochran  
**Environment, Safety and Health:** Oral D. Ballinger

**Facilities, Infrastructure and Services:**  
Edwin L. Jackson, Charles E. Jones, Richard R. Massey, Rodger D. Mattox and Gary R. Sams  
**Manufacturing:** Claude A. Plummer

### 25 Years

**Engineering:** Wesley D. Babb  
**Environment, Safety and Health:** Vincent E. Broadway, Johnathan B. Peters II and James R. Russell

**Facilities, Infrastructure and Services:**  
Gary L. Adkisson, Jeffery G. Barnard, Paul W. Berry, Jackie R. Clayton, Darrell L. Cooke, Charles E. Gentry Jr., William H. Gibbs, Horace H. Goins, Edward J. Ragsdale, Kyle E. Robinette, Janice L. Smith and William M. Watkins

**Financial Management:** William D. Cusick

**Information and Materials Division:**  
Jimmy W. Hatfield and Penny D. Wiseman  
**Manufacturing:** Kenneth M. Byrd, Barbara A. Chamberlain, Peter J. Gibbard, Danny C. King, Patricia A. Miller and Paul D. Sherrod

**Planning and Integration:** Brenda S. Berven

**Quality Assurance:** Jeffrey B. Gardner, Katherine S. Hughes and Ray W. Starr

### 20 Years

**Environment, Safety and Health:** Lisa G. Robbins

**Legal:** Steven W. Wiley

**Quality Assurance:** Carey A. Chambers

## Bad Signs!

A sign of the times, or a sign for another time?



Kevin Ringley, Chief Steward of Local 900, International Union of Operating Engineers wrote in about a "bad sign" he noticed.

"When I read the article regarding Bad Signs, the first sign I thought of was the sign on the Chip Oxidation Facility in the west end of the plant that still has a 'Martin Marietta' sign on the building. This sign may not be exactly the type of sign(s) you all had in mind, but since I don't have a Y-12 umbrella I thought I would take a shot at it."

This sign is exactly the type of sign we had in mind. Congratulations, Kevin! If you have noticed a "bad sign" (confusing, outdated, etc.), forward the location of the sign with a description of the wording to Melissa Leinart (6ml) of Public Affairs and Communications or via telephone at 574-1621. If your example is used in a future issue of the *BWXTimes*, you will receive a Y-12 golf umbrella.



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## Ken Williams assumes helm of ILAB

In October, Ken Williams of National Security Programs assumed the helm of the Inter-Laboratory Board—the board that represents 10 U.S. Department of Energy national laboratories and the National Nuclear Security Administration's Kansas City Plant. ILAB forms an integral part of NNSA's Initiatives for Proliferation Prevention.

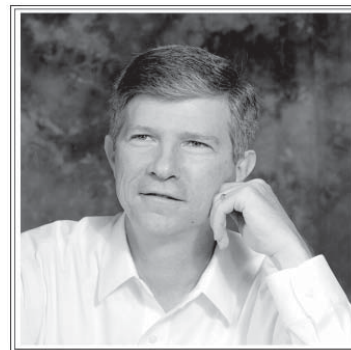
The IPP mission is to enhance U.S. national security by engaging former Soviet Union scientists, engineers and technicians currently or formerly involved with weapons of mass destruction in peaceful and sustainable commercial pursuits.

Through cooperative projects among former Soviet weapons scientists, U.S. national laboratories and U.S. industry, IPP identifies

nonmilitary, commercial applications for former Soviet institute technologies. These unique partnerships provide new resources and markets for U.S. companies, while establishing important private sector linkages for former Soviet Union weapons scientists and engineers.

The ILAB serves as an intermediary for U.S. industry partners working for the first time in the Former Soviet Union Institutes. By evaluating the capabilities of the institutes and conducting project-related research and technology development, the ILAB plays a pivotal role in the success of individual projects and the IPP program as a whole.

"It is truly an honor to serve as the ILAB Chair," Williams says. "My primary objective is



Ken Williams of National Security Programs was named chair of the ILAB.

to strengthen the partnership among NNSA staff, ILAB and the United States Industry Coalition—a step that can only lead to further program success and growth."

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## New citizenship policy

Effective Jan. 15, 2005, proof of citizenship will be required for all visitors, uncleared employees with photo badges, other uncleared photo-badged individuals and uncleared foreign nationals.

Any one of the following documents (plus photo identification) is considered

proof of U.S. citizenship: birth certificate (certified copy with raised and/or colored official seal); "Certificate of Naturalization" (Immigration and Naturalization Service Form N-550 or N-570); "Certificate of United States Citizenship" (INS Form N-560 or N-561); "Report of Birth Abroad of a Citizen of the

United States of America" (Form FS-240) or U.S. Passport (active or expired).

More information about this new policy will be available in upcoming editions of the *BWXTimes* and on YSource.

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## BWXTimes

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Oak Ridge, TN 37831-8245

Melissa Leinart, editor  
865-574-1621 (6ml)  
Bldg. 9109, MS 8245, Oak Ridge, Tennessee 37831

### Other contributors:

Alice Brandon  
Amy Bush  
Beth Eckerman  
Kathy Fahey  
Lisa Harris  
John Holbrook  
Kathryn King-Jones  
Terry Marlar  
Brett Pate  
D. Ray Smith  
Donna Watson  
Mona Wright

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